United Nations

A/60/698

General Assembly

Distr.: General
27 February 2006

Original: English

Sixtieth session
Agenda item 129
Human resources management

Staffing of field missions, including the use of 300- and 100-series appointments

Report of the Secretary-General

Summary

The present report is issued pursuant to General Assembly resolution 59/296, section VIII, in which the Assembly requested the Secretary-General to report on the reappointment of mission staff who have reached the four-year limit under 300-series appointments of limited duration by 30 June 2006, for consideration and action by the Assembly at the second part of its resumed sixtieth session.

06-25414 (E) 140306

I. Introduction

1. The General Assembly, in its resolution 58/296, decided to suspend the application of the four-year maximum limit for appointments of limited duration under the 300 series of Staff Rules in peacekeeping operations until 31 December 2004 and requested the Secretary-General to submit a comprehensive report on the use of 300-series contracts for meeting current and future human resources requirements for peacekeeping missions. The comprehensive report of the Secretary-General on the staffing of field missions, including the use of 300- and 100-series appointments,[1] outlined the current international context in which peacekeeping operations are deployed and the changing expectations of Member States and legislative bodies regarding the role of peacekeeping. In that report the Secretary-General also proposed measures to strengthen the human resources management of peacekeeping operations, enabling a better response to changing operational requirements and circumstances, and in that connection sought the approval of the Assembly to use 100-series appointments for the recruitment of staff in field missions for six months or longer in cases where there is a continuing requirement.

2. Having considered the above-mentioned report of the Secretary-General, the General Assembly, in section X of its resolution 59/266, decided to continue to suspend the application of the four-year maximum limit for appointments of limited duration under the 300 series of the Staff Rules in peacekeeping operations until June 2005. In the same section of that resolution, the Assembly authorized the Secretary-General to reappoint under the 100 series of the Staff Rules those mission staff whose service under 300-series contracts had reached the four-year limit by 31 December 2004, pending a decision by the Assembly, provided that their functions had been reviewed and found necessary and that their performance record had been confirmed as fully satisfactory. The Assembly further requested the Secretary-General to report on those staff who were reappointed from 300- to 100-series contracts after reaching the four-year limit by 31 December 2004 or later, and to submit proposals for which functions were relevant for reappointment under the 100 series.

3. In his report A/59/762, the Secretary-General provided the requested information on the reappointment of mission staff from 300- to 100-series contracts after reaching the four-year limit of their 300-series contract by 31 December 2004. He further sought the agreement of the General Assembly to use the 100-series contract for staff members performing functions for which there was a continuing need and to continue to use the 300-series contract for the appointment of staff performing short-term functions having a duration of less than one year. Pending the Assembly's consideration of that proposal, the Secretary-General also sought approval to continue the practice of reappointing staff under 100-series contracts, on a case-by-case basis, after they had completed the maximum period of service permitted under a 300-series appointment of limited duration, subject to the criteria set out in Assembly resolution 59/266.

4. Having considered the above-mentioned report of the Secretary-General, in section VIII of resolution 59/296 the Assembly decided to continue to suspend the application of the four-year maximum limit for appointments of limited duration

[1] A/59/291.

under the 300 series of the Staff Rules in peacekeeping operations until 30 June 2006. The Assembly also reiterated its request to the Secretary-General to submit proposals regarding functions for which there was a continuous need in peace operations. In the same section of that resolution, the Assembly authorized the Secretary-General to reappoint under the 100 series of the Staff Rules those mission staff whose service under 300-series contracts had reached the four-year limit by 30 June 2006, provided that their functions had been reviewed and found necessary and that their performance record had been confirmed as fully satisfactory. The Assembly further requested the Secretary-General to report thereon to the Assembly at the second part of its resumed sixtieth session.

5. The present report provides the information requested on the mission staff reappointed from 300- to 100-series contracts after reaching the four-year limit of their 300-series contract as at 30 June 2006. The report should be read in the context of the Secretary-General's management reform initiative to streamline United Nations contractual arrangements through the use of one type of appointment for all staff of the Organization, including mission staff, under a single set of staff rules that would mirror those under 100-series appointments. The proposals regarding functions for which there is a continuous need in peace operations are reflected in the report of the Secretary-General on the reform of the Field Service category, which will be before the General Assembly for consideration at its sixtieth session.

II. Reappointment of staff from 300- to 100-series contracts

6. By 30 June 2006, a total of 482 international staff will have reached four years of service under 300-series appointments of limited duration. These 482 staff members were considered for reappointment under a 100-series contract in accordance with the criteria set out in section VIII, paragraph 16, of resolution 59/296, that is, that their functions had been reviewed and found necessary and that their performance had been confirmed as fully satisfactory.

7. As a result of this case-by-case review, 403 staff members of the 482 who will have reached four years of service under 300-series appointments of limited duration by 30 June 2006 met the criteria for reappointment from 300- to 100-series contracts set out in resolution 59/296. The review for the reappointment of 58 staff members is still in process. Twenty-one staff members were not recommended for reappointment under the 100 series, as they did not meet the criteria for reappointment. Of these 21, five did not meet the criteria due to either the anticipated downsizing or the closure of the mission in which they were serving. These five remain employed under 300-series contracts. Two staff members who will reach the mandatory age of separation by 30 June 2006 did not meet the criteria for reappointment as there was no expectation of their continued service. Two staff members were not reappointed, as their performance was not deemed to be fully satisfactory. Four staff members were separated from the Organization on disciplinary grounds. Two staff members were not recommended for reappointment, as the functions they were performing were no longer required. Two staff members resigned from the Organization, and four did not wish to renew their contracts upon expiration of appointment.

8. Table 1 in the annex to the present report provides a breakdown of the numbers of both staff who met the criteria for reappointment from 300- to 100-series

contracts and those who did not. Table 2 provides a breakdown of staff who met the criteria for reappointment from 300- to 100-series contracts by function performed. The 100-series appointments of these staff members continue to be on the condition that the appointment is limited to service in a specific mission.

III. Proposed contractual arrangements

9. The comprehensive report on the staffing of field missions, including the use of 300- and 100-series appointments (A/59/291), as well as the follow-up report on the reappointment of field staff from 300- to 100-series appointments (A/59/762), described the growth in peacekeeping and the challenges faced in meeting the increasing demand for highly qualified, skilled and experienced personnel to manage complex, multidimensional peace operations. The reports also stressed the need to harmonize the conditions of service of field staff, including the standardization of contractual arrangements, to enable the Organization to attract, recruit and retain qualified staff for field missions.

10. Over the past year, the demand in peacekeeping has continued to grow. As at the end of 2005, mission staff account for over half of the total staff of the global Secretariat, yet almost 45 per cent of international mission staff continue to serve under appointments of limited duration in difficult and often dangerous duty stations with inferior conditions of service. The concept of the appointment of limited duration no longer meets the needs of peacekeeping. It does not recognize that, while individual peacekeeping operations may be of a limited duration, peacekeeping itself is a core function of the Organization that requires a stable and expert workforce capable of delivering the peacekeeping mandates entrusted to the United Nations. The appointment of limited duration does not provide competitive compensation or job security to attract and retain the skilled experts, leaders and managers needed in larger, multidimensional missions; nor does it allow the Organization to develop and capitalize on the talents of mission staff.

11. The Secretary-General's reform initiatives on streamlining United Nations contractual arrangements for all staff of the Organization would apply to staff members serving in peace operations and would thereby address these concerns. Pending the General Assembly's consideration of the Secretary-General's management reform initiatives, the Department of Peacekeeping Operations proposes the use of 100-series contracts for mission appointments for which there is a continuing requirement of one year or longer.

IV. Conclusion

12. The report of the Panel on United Nations Peace Operations (see A/55/305-S/2000/809) emphasized the need to recognize peacekeeping as a core function of the United Nations. To more effectively meet the staffing requirements of peace operations, the Organization needs human resources systems and contractual arrangements that attract and retain experienced and qualified field staff. **Pending the General Assembly's consideration of the Secretary-General's proposals to harmonize and streamline United Nations contractual arrangements, the Secretariat seeks the endorsement of the Assembly for the use of 100-series contracts for the appointment of staff in missions of one year or longer for**

which there is a continuing requirement. Should the Assembly not reach a decision on the contractual arrangements of mission staff before 30 June 2006, the Secretariat seeks approval to continue the practice of reappointing serving staff under 100-series contracts, on a case-by-case basis. The review would be conducted on the basis of the criteria set out in section VIII of resolution 59/296.

Annex

Table 1
Breakdown of staff reviewed for reappointment from 300- to 100-series appointments

	Number of staff reappointed from 300- to 100-series contracts			*Number of staff not reappointed from 300- to 100-series contracts*			
Mission	*Professional*	*Field Service*	***Subtotal***	*Professional*	*Field Service*	***Subtotal***	***Total***
BONUCA	1	1	**2**	1	1	**2**	**4**
MINURSO	1	9	**10**	—	1	**1**	**11**
MINUSTAH	10	16	**26**	—	1	**1**	**27**
MONUC	40	65	**105**	7	5	**12**	**117**
ONUB	6	5	**11**	1	1	**2**	**13**
ONUCI	7	14	**21**	1	—	**1**	**22**
OSRSG-GLR	1	—	**1**	—	—	**—**	**1**
UNAMA	3	4	**7**	1	1	**2**	**9**
UNAMI	—	1	**1**	—	2	**2**	**3**
UNAMSIL	2	1	**3**	2	3	**5**	**8**
UNMEE	7	12	**19**	2	12	**14**	**33**
UNMIK	71	82	**153**	17	12	**29**	**182**
UNMIL	9	9	**18**	3	5	**8**	**26**
UNMIS	4	19	**23**	—	—	**—**	**23**
UNOMIG	1	2	**3**	—	—	**—**	**3**
Total	**163**	**240**	**403**	**35**	**44**	**79**	**482**

Abbreviations: United Nations Peacebuilding Support Office in the Central African Republic (BONUCA), United Nations Mission for the Referendum in Western Sahara (MINURSO), United Nations Stabilization Mission in Haiti (MINUSTAH), United Nations Organization Mission in the Democratic Republic of the Congo (MONUC), United Nations Operation in Burundi (UNOB), United Nations Operation in Côte d'Ivoire (UNOCI), Office of the Special Representative of the Secretary-General for the Great Lakes Region (OSRSG-GLR), United Nations Assistance Mission in Afghanistan (UNAMA), United Nations Assistance Mission for Iraq (UNAMI), United Nations Mission in Sierra Leone (UNAMSIL), United Nations Mission in Ethiopia and Eritrea (UNMEE), United Nations Interim Administration Mission in Kosovo (UNMIK), United Nations Mission in Liberia (UNMIL), United Nations Mission in the Sudan (UNMIS), United Nations Observer Mission in Georgia (UNOMIG).

Table 2
Breakdown of staff reappointed from 300- to 100-series appointments by function and mission

Function	*BONUCA*	*MINURSO*	*MINUSTAH*	*MONUC*	*ONUB*	*ONUCI*	*OSRSG-GLR*	*UNAMA*	*UNAMI*	*UNAMSIL*	*UNMEE*	*UNMIK*	*UNMIL*	*UNMIS*	*UNOMIG*	*Total*
Administrative assistant	—	—	—	7	2	1	—	1	—	—	—	26	2	3	—	42
Administrative officer	—	—	1	5	—	—	—	—	—	1	—	2	—	—	—	9
Administrator	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
Adviser	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1
Air operations assistant	—	—	—	1	—	—	—	—	—	—	1	—	1	1	—	4
Air operations officer	—	—	—	5	—	1	—	—	—	—	1	—	—	1	—	8
Associate officer	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
Budget assistant	—	—	—	—	—	—	—	—	—	—	—	1	—	1	—	2
Budget officer	—	—	—	—	—	—	—	—	—	—	—	3	—	—	—	3
Buildings services assistant	—	—	—	1	—	—	—	—	—	—	—	2	—	—	—	3
Chief disarmament, demobilization and reintegration officer	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1
Chief finance officer	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
Chief of Unit	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
Chief supply officer	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
Chief, air operations	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	2
Chief, Fuel Unit	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1
Chief, integrated support services	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
Chief, Supply Unit	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
Civil affairs officer	—	—	3	2	—	1	—	—	—	—	—	30	1	—	—	37
Claims assistant	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1
Claims officer	—	—	—	1	—	1	—	—	—	—	—	—	—	—	—	2
Communications	—	1	—	2	—	—	—	—	—	—	—	—	—	1	—	4
Communications clerk	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	2
Communications technician	—	—	—	1	—	1	—	—	—	—	—	—	—	1	—	3
Computer information systems assistant	—	1	—	7	—	—	—	—	—	—	—	1	—	—	—	9
Computer information systems officer	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	2
Computer systems assistant	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	2
Contracts management assistant	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	2
Court officer	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	2
Deputy Director	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
Dispatcher	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
Electronic data-processing assistant	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
Engineer	—	—	1	4	1	—	—	—	—	—	—	3	—	—	1	10
Engineering assistant	—	—	2	1	—	—	—	—	—	—	—	1	—	—	—	4

Function	BONUCA	MINURSO	MINUSTAH	MONUC	ONUB	ONUCI	OSRSG-GLR	UNAMA	UNAMI	UNAMSIL	UNMEE	UNMIK	UNMIL	UNMIS	UNOMIG	Total
Expert	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	2
Field assistant	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1
Finance assistant	—	1	—	1	—	2	—	—	—	—	1	1	—	1	—	7
Finance officer	—	—	—	1	—	—	—	—	—	—	—	1	1	—	—	3
Fire officer	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
General services assistant	—	—	—	—	—	—	—	—	—	—	—	1	—	1	—	2
General services officer	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
Generator mechanic	—	2	—	2	—	—	—	—	—	1	2	—	—	—	—	7
Geographic Information System officer	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
Head of Office	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
Head of security-sector reform	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
Human resources assistant	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
Human rights officer	—	—	2	3	1	—	—	—	—	—	—	—	—	1	—	7
Humanitarian affairs officer	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1
Information assistant	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
Information officer	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	2
Information technology assistant	—	—	2	5	—	—	—	—	—	—	1	1	—	—	—	9
Information technology officer	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	2
Interpreter	—	—	—	—	—	—	—	—	—	—	—	17	—	—	—	17
Investigator	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1
Judicial affairs officer	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
Legal officer	—	—	—	1	—	—	—	1	—	—	—	4	1	—	—	7
Liaison officer	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
Logistics assistant	—	—	1	5	—	—	—	—	—	—	—	1	1	—	—	8
Logistics officer	—	—	—	1	—	1	—	—	—	—	—	1	1	1	—	5
Manager	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
Medical officer	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	2
Movement control assistant	—	1	—	2	—	4	—	—	—	—	1	1	—	1	—	10
Movement control officer	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
Officer	—	—	—	—	—	—	—	—	—	—	1	4	—	—	—	5
Operations officer	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
Personal assistant	—	—	1	—	—	—	—	—	—	—	—	2	—	—	—	3
Personnel assistant	—	—	1	2	—	1	—	—	—	—	—	1	—	—	—	5
Personnel officer	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	2
Policy coordination officer	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
Political affairs officer	—	—	—	7	—	1	1	—	—	—	2	1	—	—	—	12
Press officer	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1

Function	*BONUCA*	*MINURSO*	*MINUSTAH*	*MONUC*	*ONUB*	*ONUCI*	*OSRSG-GLR*	*UNAMA*	*UNAMI*	*UNAMSIL*	*UNMEE*	*UNMIK*	*UNMIL*	*UNMIS*	*UNOMIG*	*Total*
Principal officer	—	—	—	1	—	—	—	—	—	—	1	—	—	—	—	**2**
Procurement assistant	—	—	—	—	—	1	—	1	—	—	1	—	—	2	—	**5**
Procurement officer	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	**2**
Property control and inventory assistant	—	—	—	2	2	—	—	—	—	—	—	—	—	—	—	**4**
Public information officer	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	**2**
Radio operator	—	—	—	1	—	—	—	—	—	—	—	—	—	1	—	**2**
Radio technician	—	1	—	3	—	—	—	—	—	—	—	1	1	1	—	**7**
Regional officer	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	**1**
Second officer	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	**2**
Secretary	1	—	—	3	—	—	—	—	—	—	—	2	—	—	—	**6**
Security Officer	—	—	1	5	—	2	—	1	—	—	1	9	1	—	2	**22**
Senior officer	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	**1**
Special assistant	—	—	—	—	—	—	—	—	—	—	—	1	2	—	—	**3**
Supply assistant	—	—	2	2	1	—	—	1	—	—	1	4	—	1	—	**12**
Supply officer	—	—	1	1	—	—	—	—	—	—	1	—	—	—	—	**3**
Technician	—	—	—	—	—	1	—	—	—	—	—	1	1	2	—	**5**
Telecommunications assistant	—	—	—	2	—	—	—	—	—	—	—	—	—	1	—	**3**
Telecommunications technician	—	—	2	2	—	—	—	—	—	—	1	—	—	1	—	**6**
Translator	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	**2**
Transport officer	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	**2**
Transportation assistant	—	—	2	1	—	1	—	—	1	—	—	1	1	—	—	**7**
Vehicle mechanic	—	—	—	1	—	—	—	1	—	—	—	1	—	—	—	**3**
Warehouse supervisor	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	**1**
Total	**2**	**10**	**26**	**105**	**11**	**21**	**1**	**7**	**1**	**3**	**19**	**153**	**18**	**23**	**3**	**403**

Abbreviations: United Nations Peacebuilding Support Office in the Central African Republic (BONUCA), United Nations Mission for the Referendum in Western Sahara (MINURSO), United Nations Stabilization Mission in Haiti (MINUSTAH), United Nations Organization Mission in the Democratic Republic of the Congo (MONUC), United Nations Operation in Burundi (UNOB), United Nations Operation in Côte d'Ivoire (UNOCI), Office of the Special Representative of the Secretary-General for the Great Lakes Region (OSRSG-GLR), United Nations Assistance Mission in Afghanistan (UNAMA), United Nations Assistance Mission for Iraq (UNAMI), United Nations Mission in Sierra Leone (UNAMSIL), United Nations Mission in Ethiopia and Eritrea (UNMEE), United Nations Interim Administration Mission in Kosovo (UNMIK), United Nations Mission in Liberia (UNMIL), United Nations Mission in the Sudan (UNMIS), United Nations Observer Mission in Georgia (UNOMIG).